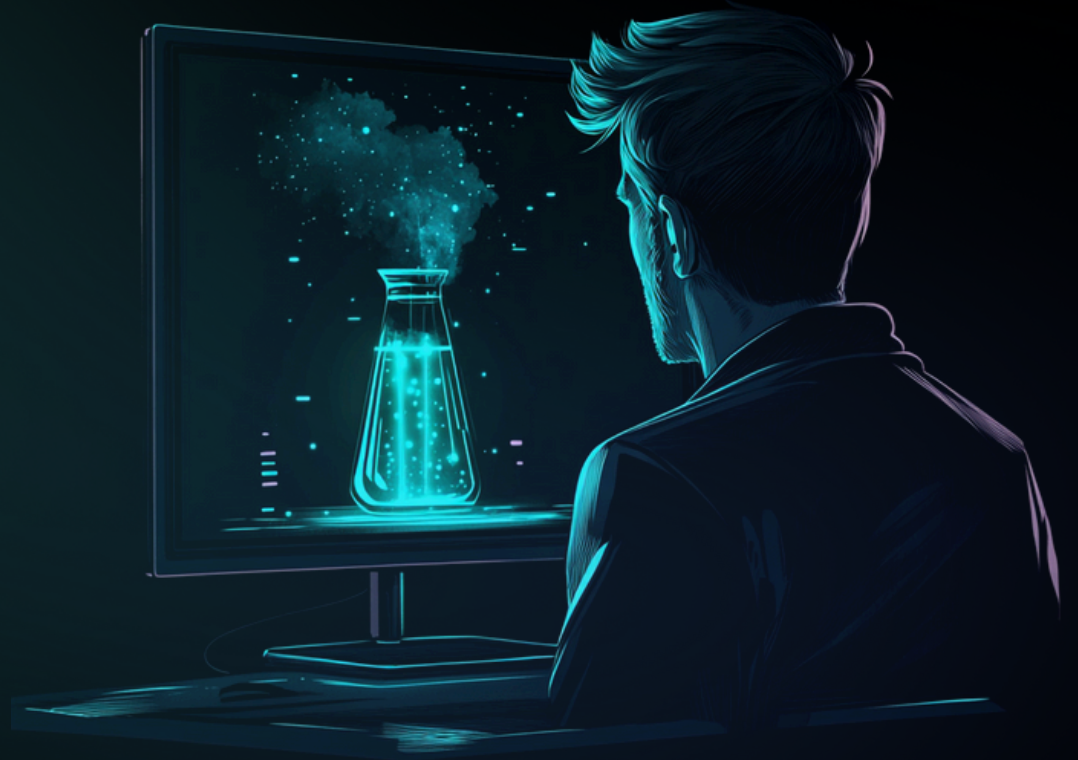




Hiring Elixir

Salary Guide 2025

Recruiting and retaining the best people require staying current on salary and hiring trends. And the Salary Guide can help you do just that.



About Our Company

Hiring Elixir is a recruitment agency, specialized in search and placement of IT specialists.

Our mission is to make our customers happy providing them high skilled IT specialists from all over the world!

All salaries are stated in US dollars gross (before taxes).

- Programming (Javascript, Java, Scala, .NET, Dynamics, PHP, Ruby, Python, Golang, iOS, Android, Flutter, C, C++)
- ML Engineer, Data Scientist, Computer Vision
- Data Engineer, Data Analyst, Database Developer
- Devops, MLOps, DevSecOps, Security Engineer
- Quality assurance (manual, automation)
- Management (product manager, project manager, system analyst)
- Management (Product Manager, Project Manager, Product Owner, System analyst, Business Analyst)
- Gamedev (artist, game designer, developer, producer)
- Design (2D, 3D, web, UI, UX)
- HR and Sales in IT (recruiter, human resources manager, sales manager, customer manager)
- Internet-marketing (SMM, SEO, PPC, mobile, analyst)

Key Metrics

Recruiting and retaining the best people require staying current on salary and hiring trends. And the Salary Guide can help you do just that.

The Guide includes the average of the most common jobs. It should be borne in mind that the technology stack for these vacancies is specified as standard for the market. If we need a specialist with knowledge of a rare technology or a "universal soldier" the salary will be higher.

Positions:

- .NET
- Python
- Java
- Ruby
- Scala
- Javascript
- DevOps
- QA Automation
- PHP
- QA Manual
- BA
- iOS
- Android

Countries to hire:

-  Ukraine
-  Armenia
-  Georgia
-  Turkey
-  Azerbaijan
-  Poland

.Net and Python Engineers

	Armenia/Georgia/ Turkey/Azerbaijan			Ukraine			Poland		
	From	Med	To	From	Med	To	From	Med	To
Lead	4500	5300	6700	4300	5000	6500	6000	7000	7700
Senior	4000	4700	6000	3800	4500	5500	5000	6300	7150
Middle	2000	3400	4000	1900	2700	3800	3000	4200	5000
Junior	500	1250	2000	410	1000	1900	550	1775	3000

Ruby, Scala and DevOps Engineers

	Armenia/Georgia/ Turkey/Azerbaijan			Ukraine			Poland		
	From	Med	To	From	Med	To	From	Med	To
Lead	4800	5500	7500	4600	5200	6800	6000	7200	8200
Senior	4500	5000	7000	4300	4800	6500	5200	6500	7800
Middle	3000	3500	4500	2300	3100	4300	3600	4400	5200
Junior	500	1750	3000	450	1550	2300	550	2100	3600

Javascript and Java Engineers

	Armenia/Georgia/ Turkey/Azerbaijan			Ukraine			Poland		
	From	Med	To	From	Med	To	From	Med	To
Lead	4500	5300	6700	4300	5000	6500	6000	7000	7700
Senior	4300	4800	6500	4000	4500	6000	5000	6300	7150
Middle	2300	3300	4500	2200	2900	4100	3000	4200	5000
Junior	500	1700	2300	450	1500	2200	550	1775	3000

PHP and QA Automation Engineers

	Armenia/Georgia/ Turkey/Azerbaijan			Ukraine			Poland		
	From	Med	To	From	Med	To	From	Med	To
Lead	4000	4500	5300	3600	4400	5100	5200	5800	6600
Senior	3000	3500	4500	2700	3400	4300	4200	5200	6300
Middle	1600	2400	3000	1500	2200	2700	2700	3500	4200
Junior	500	1000	1600	450	900	1500	550	1500	2700

IOS and Android Engineers

	Armenia/Georgia/ Turkey/Azerbaijan			Ukraine			Poland		
	From	Med	To	From	Med	To	From	Med	To
Lead	4500	5300	6700	4300	5000	6500	5800	6800	7500
Senior	4300	4700	6000	4000	4400	5500	4800	5800	7000
Middle	2300	3100	4300	2200	2800	4100	2900	4000	4800
Junior	500	2000	2300	450	1780	2200	550	1700	2900

Business Analyst and QA Manual Engineers

	Armenia/Georgia/ Turkey/Azerbaijan			Ukraine			Poland		
	From	Med	To	From	Med	To	From	Med	To
Lead	3400	3800	4500	3200	3600	4300	4500	5000	5600
Senior	2600	3300	3800	2500	3000	3500	3900	4550	5200
Middle	1000	2000	2600	900	1900	2500	2100	3000	3900
Junior	500	750	1000	450	600	900	550	1300	2050



Happy Hires!